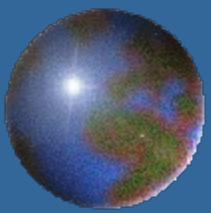
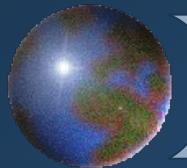


EOA Symposium *2001*



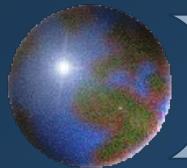
CAREER PROGRESSION

*EQUAL OPPORTUNITY ADVISORS
(EOA) NEC 9515)*



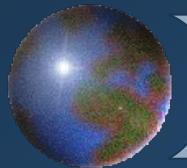
What is an EOA

- ❖ Equal Opportunity Advisors are the Navy's trained experts on equal opportunity issues as required by DoD Directive 1350.2 (Department of Defense Military Equal Opportunity (MEO) Program.



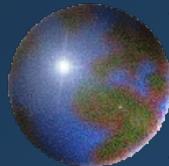
Training

- ◆ EOAs complete a 15 week course of instruction at the Defense Equal Opportunity Management Institute (DEOMI) and earn Navy Enlisted Code (NEC) 9515.
- ◆ Additional training and certification is required of all EOAs assigned to Commander Naval Education and Training (CNET) billets.



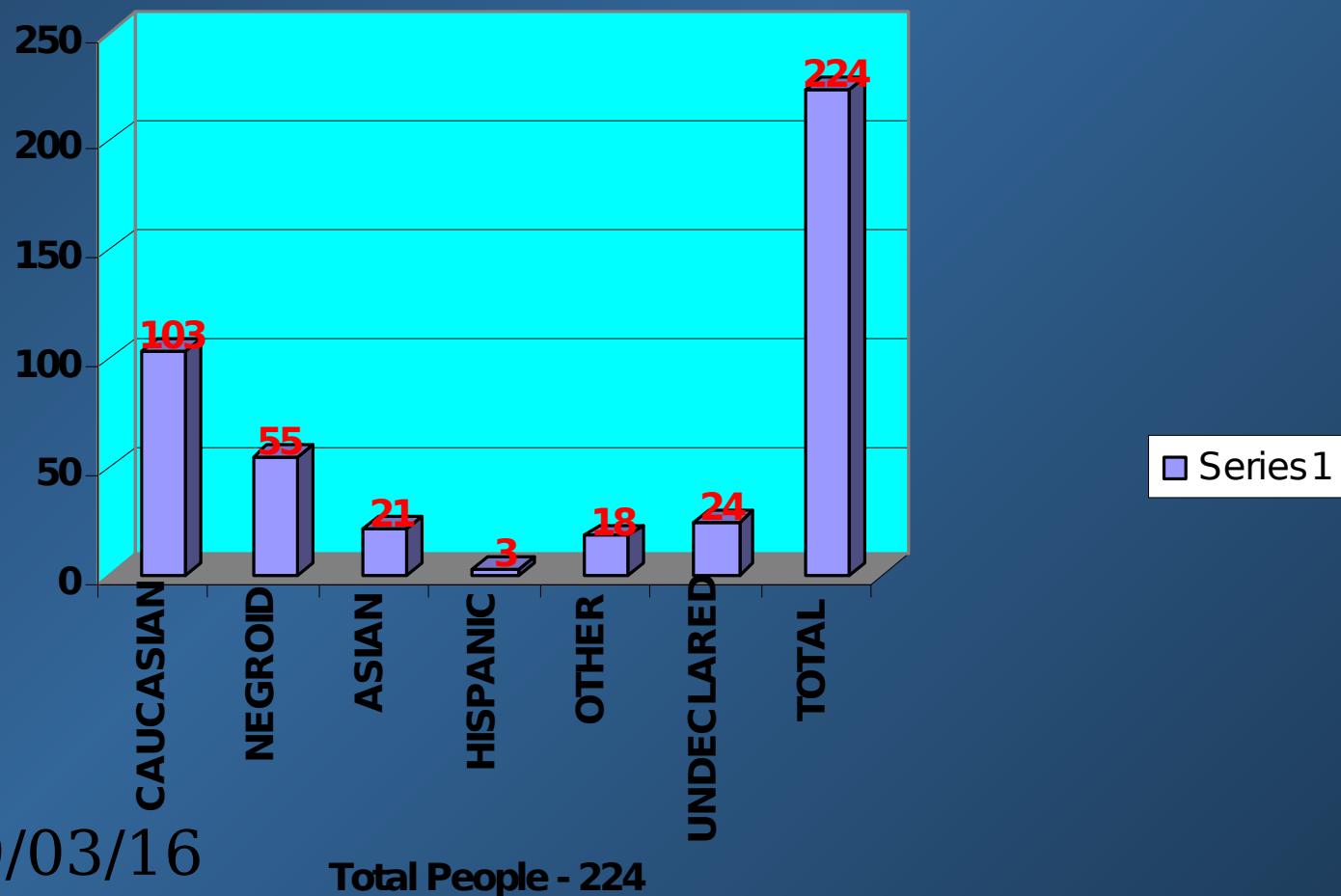
What Does An EOA Look Like?

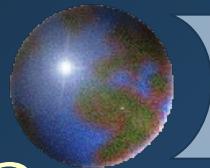
- ❖ EOAs are senior personnel, (E6 and above), and generally complete only one 3-year tour then returns to rate or retires.
- ❖ 26 - E9s, 28 - E8s, 73 - E7s, 19- E6s.
- ❖ As of 1 November 2001, NEC Billet Authorization (CBA stood at 127. This number fluctuates slightly each month.
- ❖ 17 are female, 70 are white, 39 are black,



Overall Navy (9515)

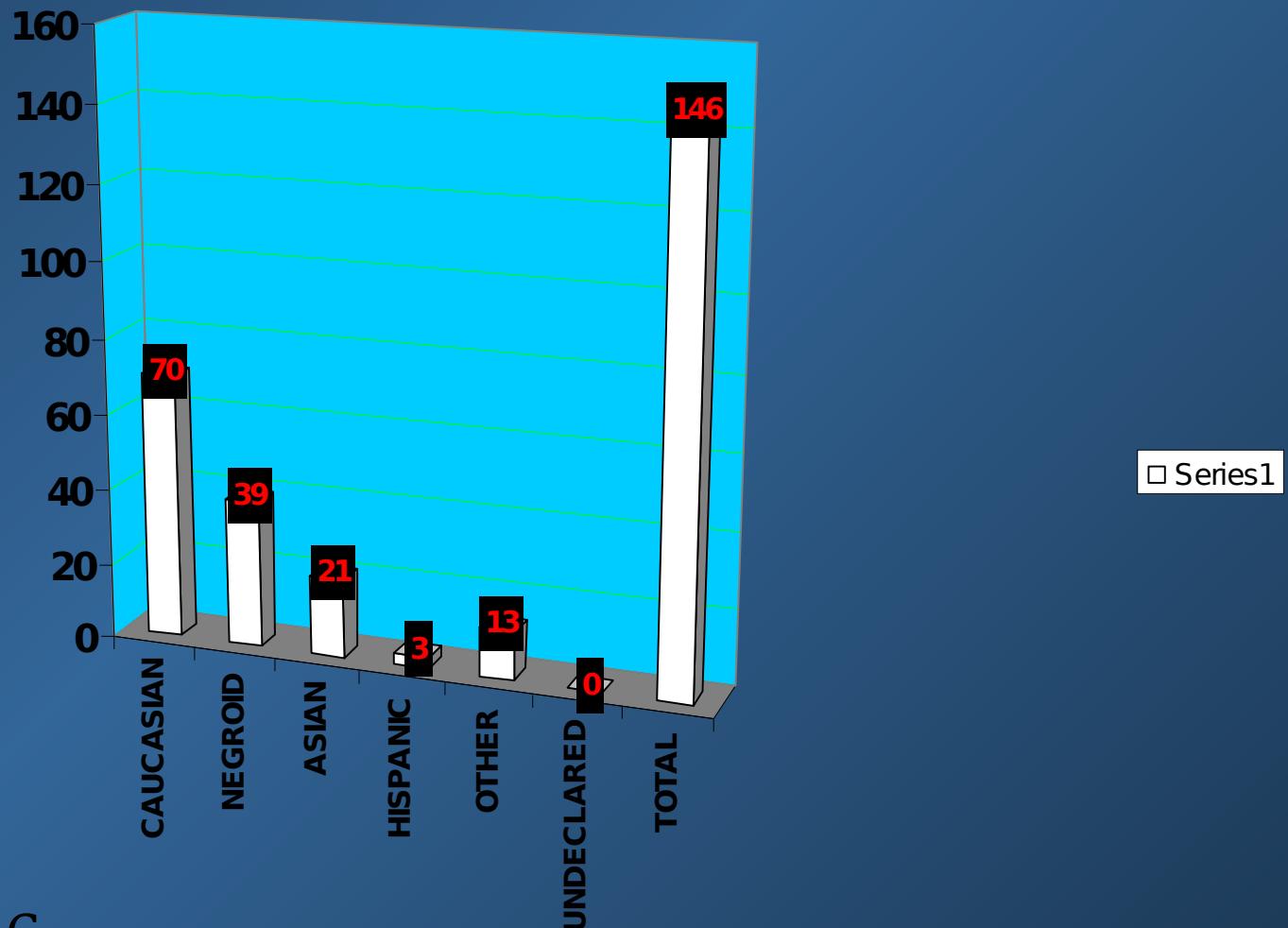
Total NAVY 9515



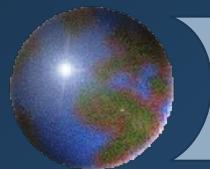


Overall Navy Assigned Billets

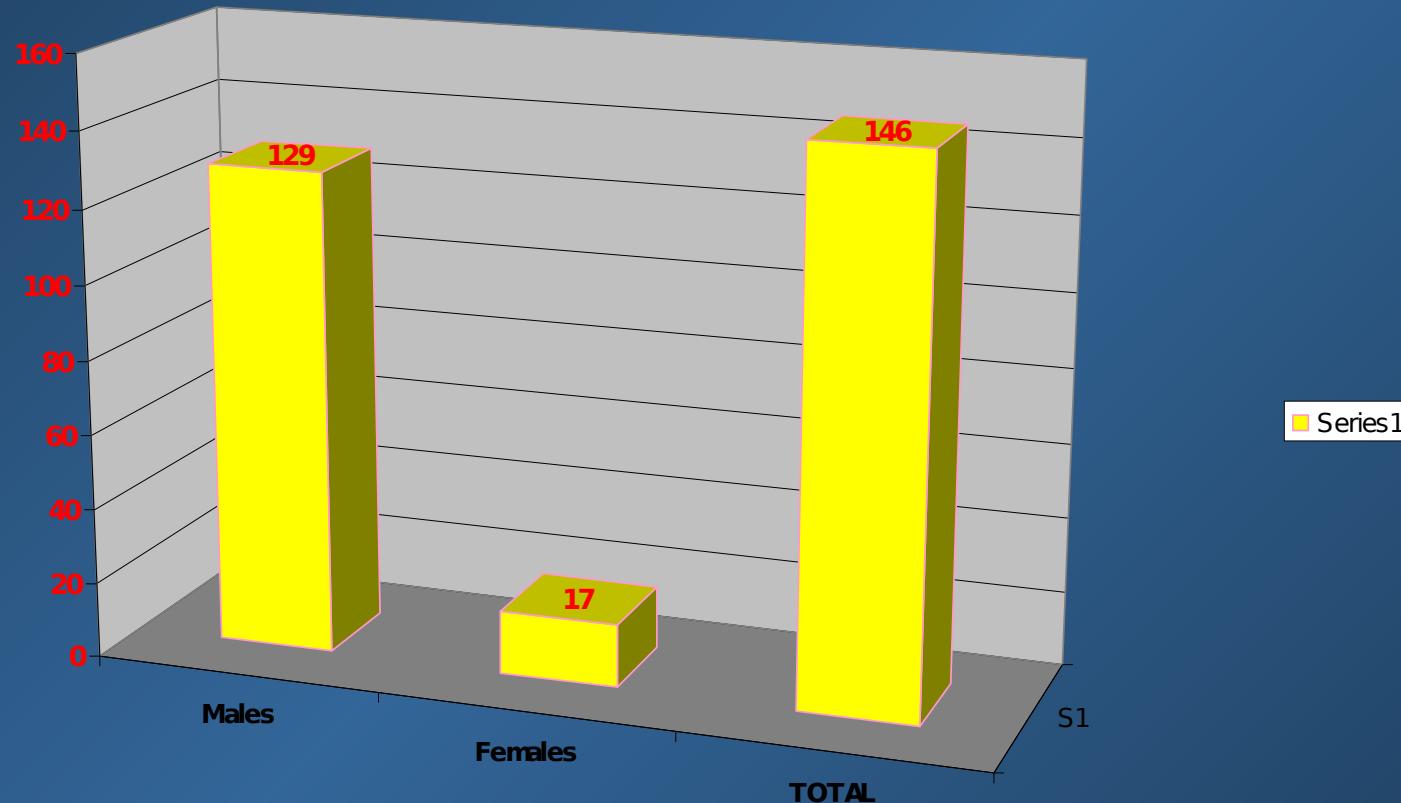
Total Assigned Navy Billets



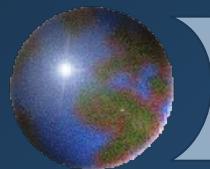
09/03/16



Comparison of Genders

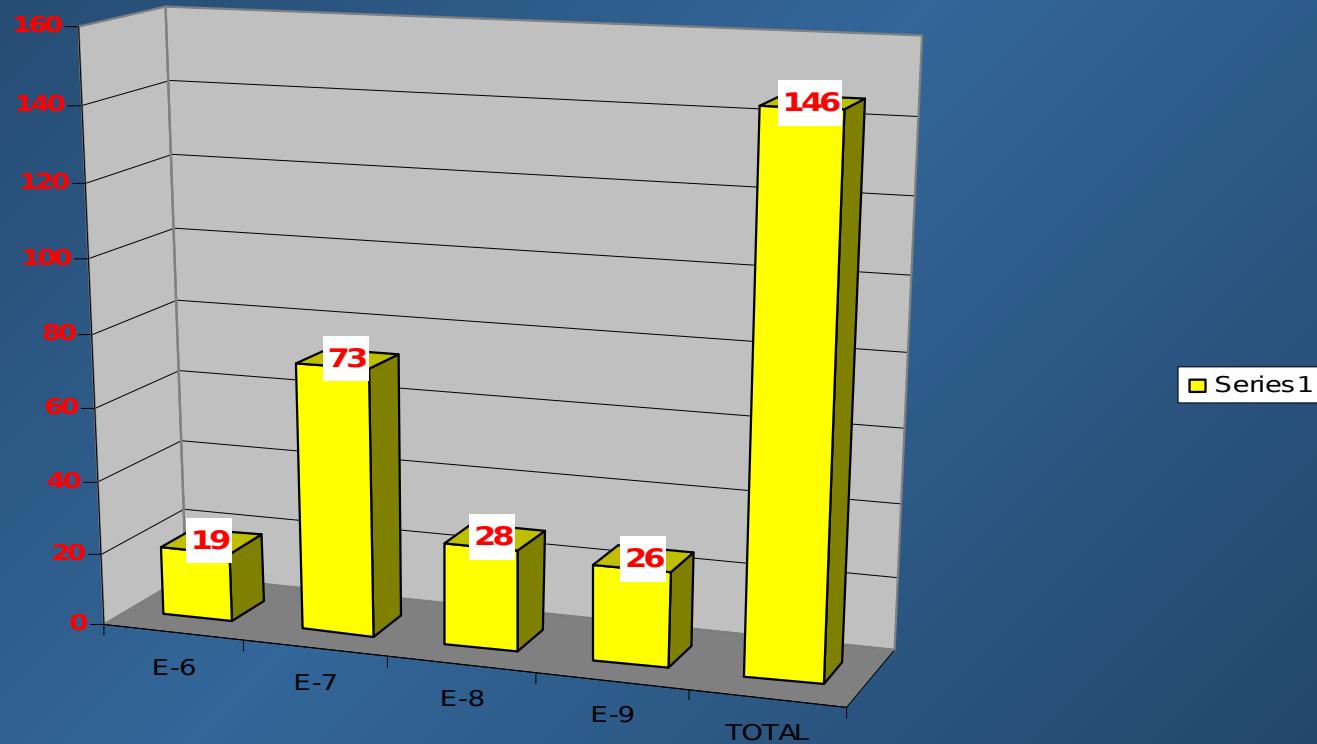


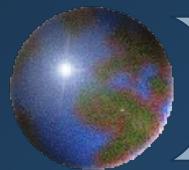
09/03/16



Comparison of Pay Grade

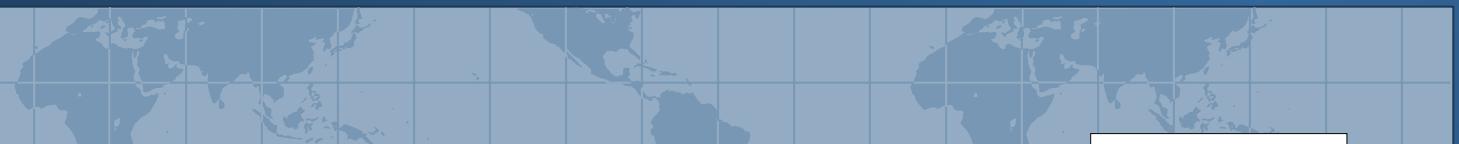
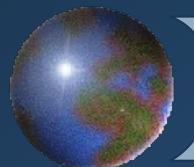
PayGrade Break Down



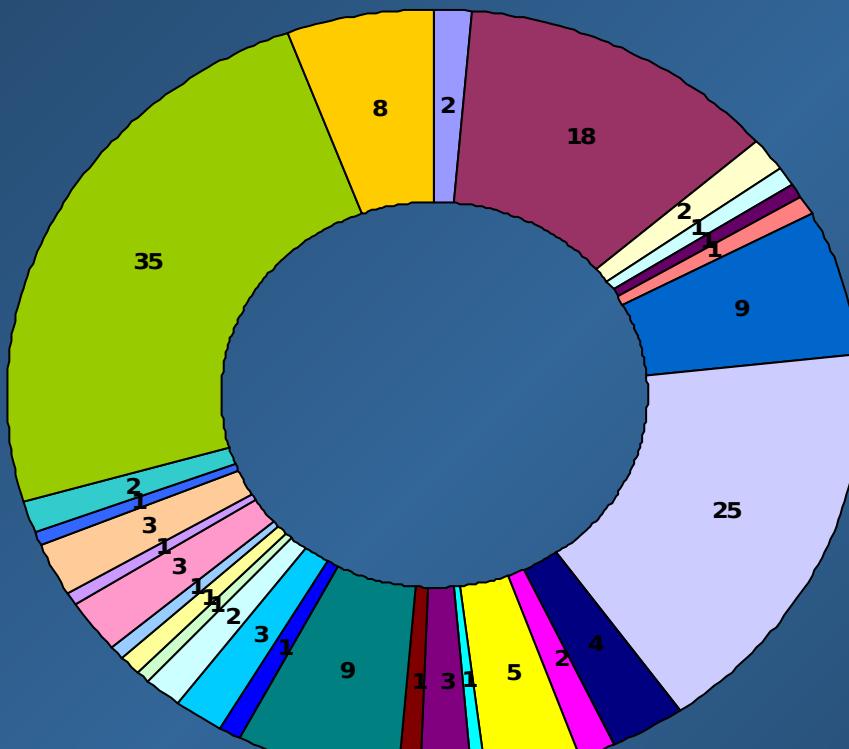


Overall Location of EOA Personnel

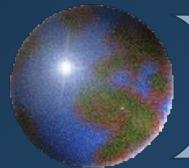
09/03/16



TOTAL NAVY BY STATE OR LOCATION



BAHRA	CA
DIEGO	CO
NE	CT
DC	FL
GA	GUAM
HI	KEF
IL	NAPLES
JAPAN	LA
MD	ME
MS	NV
P RICO	RI
SARDIN	SPAIN
TN	TX
VA	WA



Detailing Process

- ➊ GMC (SW) Green Special Programs Detailer.

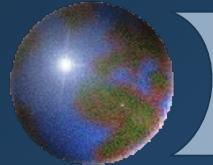
PERS-4010D1

GMC(SW) Green

SHORE SPECIAL PROGAMS:



- NLTU NEC 9518
- CAAC NEC 9519/9522
- EOA NEC 9515



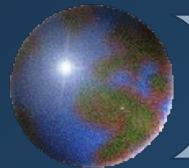
Naval Leadership Training Unit

Naval Leadership Training Unit

Motivational factor of 10 required!

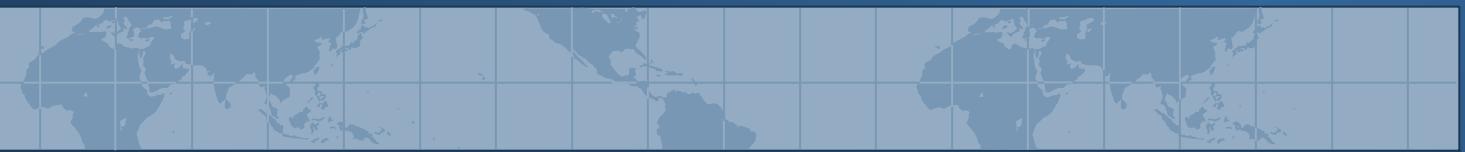
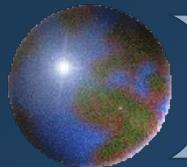
Facilitates 2 weeks of class discussion on a variety of leadership styles and their applications. Provides information on effective management techniques and improvement processes.

*Some Travel WILL be required to meet the needs of the fleet.



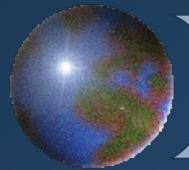
NLTU TRAINING PROVIDED

- Seven weeks of instruction conducted at the Naval Leadership Training Unit in LITTLE CREEK VA, graduates of the course will earn the NEC 9518.



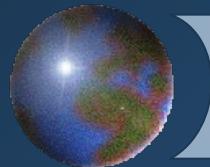
Where are the NLTU bilsts?

- GROTON, CT
- GLAKES, IL
- MAYPORT, FL
- PENSACOLA, FL
- LITTLE CREEK, VA
- WASHINGTON DC
- LEMOORE, CA
- INGLESIDE, TX
- WHIDBEY ISLAND,
WA
- SAN DEIGO, CA
- BREMERTON, WA
- PEARL HARBOR, HI
- YOKOSUKA,
JAPAN(Sea duty)
- ROTA, SPAIN(Sea
duty)

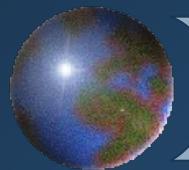


NLTU REQUIREMENTS

- ➊ As listed in the Enlisted Transfer Manual Chapter 9.16:
 - * Eval of 3.0 or above(last 3 years)
 - * Favorable command endorsement
 - * ASVAB score of 101 AR/WK combined
 - * Favorable interview at nearest NLTU site

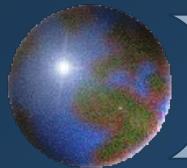


Counseling And Assistance Center



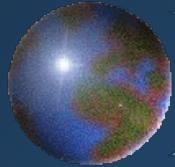
Counseling And Assistance Center(CAAC)

- ❖ Works at a CAAC actually a Navy Drug and Alcohol Counselor(NDAC).
- ❖ Is the Command resource for the assessment, education and treatment of alcohol and substance abuse. Provides counseling for individuals and small groups, Conducts training on substance abuse prevention.



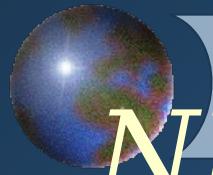
NDAC TRAINING PROVIDED

- Ten weeks of school at the Naval School Health Sciences, SAN DIEGO CA, graduates earn the intern NEC 9522, internship is for 1 year, then awarded the certified counselor NEC 9519).



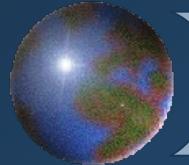
CAAC BILLETS

- ◆ Locations available are predominately in fleet concentration areas, however billets are available worldwide on a limited basis.
- ◆ Billets for this job are also available on all Aircraft Carriers.

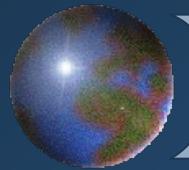


NDAC REQUIREMENTS

- ◆ As listed in the Enlisted Transfer Manual Chapter 9.16:
 - * Eval of 3.0 or above(last 3 years)
 - * Favorable command endorsement
 - * ASVAB score of 105 AR/WK combined
 - * Interview with Drug and Alcohol Counselor
 - * Approval of interview and recommendation to attend NDAC course by NSHS.

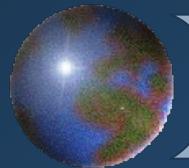


Equal Opportunity Assistant



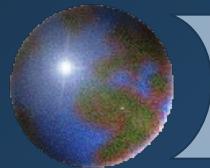
EOA BILLETS

- ◆ Locations available are predominately in fleet concentration areas, however billets are available worldwide on a limited basis.
- ◆ Billets for this job are also available on all Aircraft Carriers.



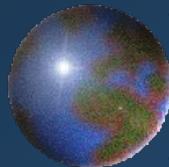
APPLYING FOR NLTU, CAAC, or EOA

- Submit request to rating detailer for release to NLTU Special Programs using NAVPERS 1306/7.
- Once 1306/7 is approved you may and negotiate for NLTU orders. Keep in mind that you cannot apply for Special Programs via JASS.



Formal Interview Format for guided discussions with Prospective EOAs

Ideally conducted in person, however phone interviews may be conducted in special situations.



Rate/Designator

Full Name

Command Assigned

Enlistment Date

Date of Rate

**Military Schools
(or NECs earned)**

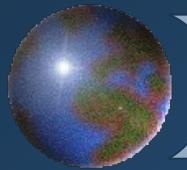
**Duty Assignments
(last three)**

**Education
(highest level)**

Hobbies

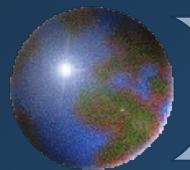
Leisure activities

Family members

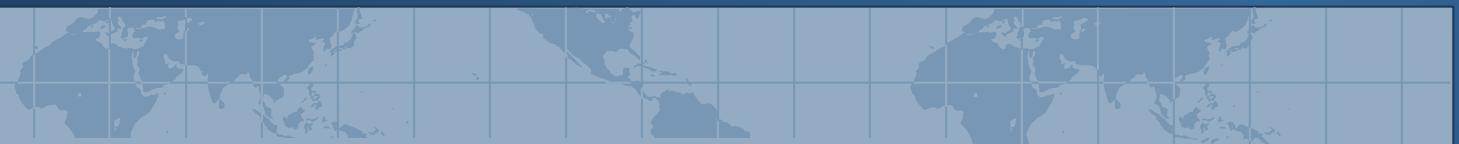
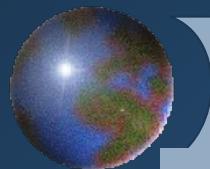


Responsibility

- ◆ You screen / make recommendations.
- ◆ I evaluate and determine where to assign new EOAs and re-tours.
- ◆ Chief Greens writes the orders.
- ◆ DEOMI trains them.
- ◆ Each one of us is responsible for establishing credibility, becoming and remaining competitive for advancement,

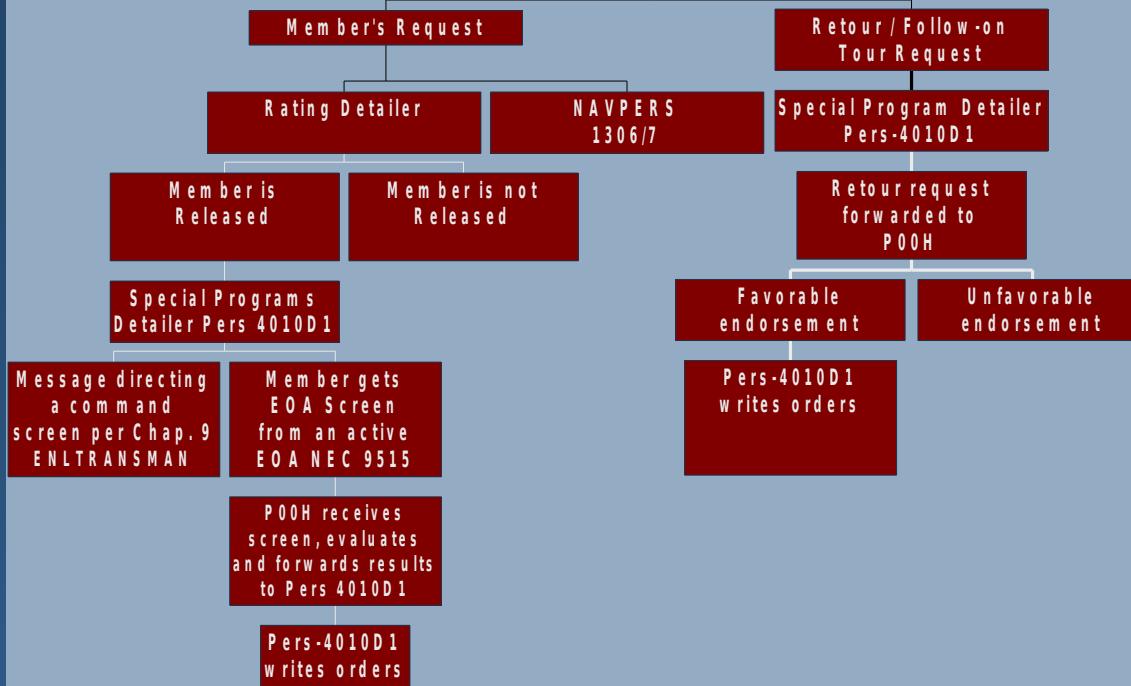


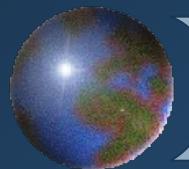
Flow Chart of EOA duty request



EOA DETAILING PROCESS

NEC 9515 DETAILING





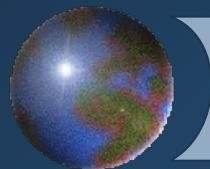
For more information

Contact

COM: 901-974-3862

DSN: 882-3862

FAX: 901-874-2646



QUESTIONS?

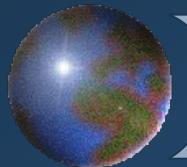
*Contact your command CMEO/EOA or
the
DON EO/SH AdviceLine:*

1-800-253-0931

DSN: 882-2507

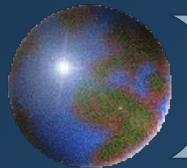
Comm: (901) 874-2507

*Overseas: call collect
email:*



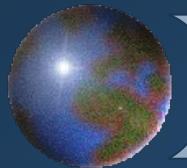
COMMENTS

- EOA DETAILER OFFERED A CONSECUTIVE TOUR AS AN EOA. SUBMARINER DETAILER WOULD NOT ALLOW IT. HAS A REQUEST IN FOR A 36 MONTH HYT, RATING DETAILER WILL NOT APPROVE IF MBR TRANSFER AS AN EOA.
- EOA NEEDS TO BE A RATING OR APART OF THE NC RATING. CO/XO/SEA NEED MORE TRAINING IN THE PIPELINE.
- HAVE REGIONAL EOAS BASED ON GEOGRAPHIC LOCATION VICE OPERATIONAL CHAIN OF COMMAND.
- STRONGER SUPPORT FROM THE OFFICER



COMMENTS

- RESTRUCTURE EO PROGRAM SIMILAR TO OTHER SERVICES TO INCLUDE FUNDING AND CAREER PROGRESSION.
- NPC - 00H SHOULD CONTROL BUDGET AND SITE VISITS FOR EOAS.
- EQUAL OPPORTUNITY TRAINING SHOULD BE MORE INCORPORATED INTO NLDP .
- IMPLEMENT AN EO TRAINING FOR CO/XO AND OFFICERS(ALL).
- HAVE DEPARTMENTAL CMEOS WITH AN EOA AT EVERY COMMAND.



COMMENTS

- MANDATORY TRAINING FOR ALL IN EO/SH.
- OPEN FORUM FOR ALL HANDS EDUCATING OF CULTURE.
- MORE COMMAND SUPPORT FOR EMPHASIZING THE IMPORTANCE FOR THE NEED TO TRAIN ON EQUAL OPPORTUNITY.
- THERE SHOULD BE AN EQUAL OPPORTUNITY REHABILITATION PROGRAM.